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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE
Division of Unemployment Compensation Commission of Montana

Albert F. Root, Commissioner

Chadwick H. Smith, Chairman
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Paul R. McClure, Commissioner

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APRIL, 1960

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March Labor Surplus 7.5% Over Year Ago

As March ended, 21,543 jobseekers were registered for employment at the state's local employment service offices. It was the second highest March applicant count since records have been kept by the Commission. The March record was set in 1958, with 23,394 jobseekers. The March applicant count, although down 1,523 from February, was 1,498, or 7.5 per cent higher than a year ago. Half of the March idle were in four areas. Billings headed the list with 3,003. Next in order were Great Falls, 2,760; Kalispell, 2,681; and Butte, 2,198.

Montana's insured unemployment at mid-March was second highest in the nation. According to the latest figures available from the U. S. Department of Labor, 12.7 per cent of the state's insured work force was unemployed at that time. The national average for the same period was 5.8 per cent. The incidence of insured unemployment was highest in the unskilled worker groups. This is a trend likely to continue through the high employment months as demand increases for experienced and skilled workers, leaving few job opportunities for the untrained and unskilled. A large surplus of these workers will swell the summer labor supply.

(Continued from right-hand column)

Graphic evidence of the changing patterns on the metal mining scene can be found in the dwindling employment figures from 1957. Open pit mining, automation, employer economies, and more selective hiring have idled many workers in the lesser mining classifications.

In Butte today there is a surplus of the "day's pay" miner, but skilled contract miners are in short supply.

MARCH BACK-TO-WORK MOVEMENT SLOWED BY UNSETTLED WEATHER

The "back to work" call is usually sounded in March for the first of the seasonal workers laid off in the fall and winter in Montana's non-farm industries. When employment estimates are figured at mid-March, the first spring trends of rising employment in industries made dormant by winter are usually shown. Advances over the February employment total are generally the pattern. The labor market picture this March is just a little bit different. Employment estimates compiled by the Commission in cooperation with the U. S. Bureau of Labor Statistics measure the number of March wage earners on payrolls of industry and commerce at 149,000. This is a decline of 300 from February employment, and a sizeable deficit of 5,700 from the March, 1959 figure is revealed. The forward march of employment was slowed during the first two weeks of March by inclement weather which held back early hiring in construction and agriculture. Employment in lumbering and logging shifted downward because of spring break-up conditions. The final March employment figure should be higher as most employment gains began after the 15th of the month with improving weather conditions. Sharp drops in the number of weekly unemployment claims after that date were recorded.

Six Industries Below 1959

Of the eight major industrial groups which make up the basic structure of Montana's non-farm economy, six had fewer workers on payrolls than in March a year ago. Metal mining showed the biggest deficit with a loss of 2,400 workers. Contract construction started to add to payrolls in late February, but was forced to drop workers in early March because of weather conditions. The result was a loss of 500 from February and a decline of 1,600 from March, 1959 payrolls. Over-the-year employment decline in manufacturing was 1,300. Lumbering and logging, plagued by bad roads and load limits, lost 500 workers. The drop in processing of primary metals measured 800. Other employment losses from a year ago were: Transportation and utilities, 800; service industries, 600; and trade, 400.

Two Show Gains

Government was up 1,200 from March 1959, with state and local units chalking up a gain of 900, while federal employees advanced 300. Finance, insurance and real estate recorded a gain of 100 during the same period.

A LOOK AT METAL MINING AND SMELTING

The table below shows estimates of March, 1960 employment in metal mining and smelting, in comparison with the same month from 1956 through 1959:

March Employment

	Metal Mining	Smelting
1956	8,800	4,500
1957	8,900	5,100
1958	5,000	4,400
1959	5,800	3,800
1960	3,800	3,000

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES
(per 100 employees)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit			Layoff		
	1) Feb. 1960	2) Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959	Feb. 1960	Jan. 1960	Feb. 1959
3) All Manufacturing	4)	4)	2.3	4)	4)	1.9	4)	4)	3.0	4)	4)	1.2	4)	4)	1.2
Durable Goods	4)	4)	3.0	4)	4)	2.6	4)	4)	3.6	4)	4)	1.2	4)	4)	1.5
Primary Metal	4)	4)	1.2	4)	4)	.4	4)	4)	2.5	4)	4)	.6	4)	4)	.4
3) Nondurable Goods	4.8	1.4	1.0	1.0	1.1	.8	1.6	2.7	2.0	.7	.7	1.2	.5	1.6	.6
All Mining	4)	4)	2.6	4)	4)	.9	4)	4)	3.3	4)	4)	1.8	4)	4)	.9
Metal Mining	4)	4)	2.6	4)	4)	.1	4)	4)	3.2	4)	4)	2.2	4)	4)	.2

1) Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.
3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.
1959 rates not strictly comparable with 1958 rates due to change in reporting form from which basic data are obtained.
4) Figures not available due to industry wide labor dispute in metal mining and primary metals.

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Along the Hiring Line—Field Summary Apr. 1

ANACONDA, Deer Lodge, Philipsburg—(321 jobseekers, 85 new, 185 men, 136 women). Smelter employment currently 3,045; April figures expected to exceed pre-strike levels. Area economy returning to normal but some workers in trade establishments still on part-time basis. Construction of ⅓ million dollar cafeteria building at state hospital to begin in April. Openings for prison guards current and urgent.

BILLINGS(Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup—(3,003 jobseekers, 613 new, 2,225 men, 778 women). 1960 construction agenda shaping up well. Work began on college building, office building, and construction let for addition to telephone building, all totalling 4½ million dollars. Other business and residential construction currently in progress run into millions more. Highway construction slow at present; 25 employed on Billings-Laurel super highway. Interstate overpass completed, but idle. Spring railroad hiring to start April 15. Farm hiring off to good start.

BOZEMAN, Ennis, Three Forks, Trident—(796 jobseekers, 218 new, 534 men, 262 women). Worker callbacks began on variety of construction at state college, commercial and residential projects. City sewer improvement work to resume next two weeks. Most logging still stalled by spring breakup; mills operating at normal capacity on stockpiled logs. Repair work on quake-damaged Hebgen Dam slated soon. Labor supply adequate.

BUTTE, Virginia City, Whitehall—(2,198 jobseekers, 375 new, 1,776 men, 422 women). Area economy brightening as metal mining picture improves. Shortage of experienced contract miners and welders current. No demand for unskilled worker classifications. Mining employment 1,000 below pre-strike levels as a result of employer economies and reduced demand for lesser skills. Trade and service industries making moderate recovery. Work on highway construction, overpasses and building construction resuming. Labor supply adequate to meet present industrial and farm needs with few exceptions.

CUT BANK—(625 jobseekers, 98 new, 470 men, 155 women.) Inclement March weather postponed normal spring hiring. No major construction starts noted. Oil field work slow but drilling of one well started. Drilling crews expected to be reactivated late April. Good hiring of sales and office workers during month. Lambing and calving half completed; sheep shearing and tagging crews still active.

DILLON—(225 jobseekers, 94 new, 137 men, 88 women). Variety of spring farm activities in full swing with present demand chiefly for lambers and calvers. Ground preparation to start in April with demand for tractor operators and irrigators. Small building projects, remodeling jobs and start of highway construction provided early employment prospects.

GLASGOW, Fort Peck, Malta, Opheim—(940 jobseekers, 119 new, 853 men, 87 women). Construction hiring at airbase and commercial projects held back by weather conditions early in month. Bomarc missile site base project reported canceled, but upcoming in April is Nike-Hercules missile bases totalling 2½ million dollars. Increased hiring at base housing and commercial units expected in April. Trade and service hiring on the rise. Seeding of small grains to start April 10 with demand for tractor operators.

GLENDIVE, Circle, Wibaux—(328 jobseekers, 81 new, 242 men, 86 women). March hiring below expectations with only limited activity in trade and service channels. Construction restricted to minor remodeling jobs and interior finish work on new homes and school. City sewer project and highway improvement await start. Oil field drilling and servicing nil with only pump maintenance operations steady. Farm hiring picking up with adequate labor supply at present.

GREAT FALLS, Choteau, Fort Benton, Stanford—(2,760 jobseekers, 522 new, 1,953 men, 807 women). Trade and clerical hiring paced the March hiring pattern. Construction hiring slowed by ground frost which delayed the start of some major projects. City building permits totalled over one million dollars during the month, 75 per cent for residential construction. Farm hiring mostly for livestock care but good demand for general farm hands seen later.

HAMILTON, Stevensville—(656 jobseekers, 49 new, 565 men, 91 women). March worker demand limited with weather holding back logging, agriculture and other outdoor endeavors. Labor supply ample with shortages in clerical and skilled classifications. Hiring in most industries should start advancing at mid-April.

HAVRE, Chinook, Harlem—(719 jobseekers, 120 new, 569 men, 150 women). Job prospects in industry and agriculture improving with the weather, and future outlook good in both. Early building projects include $160,000 student union housing structure at college; smaller building up for summer season but not in force of former years. Shortages of tractor operators and irrigators expected in April.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(897 jobseekers, 253 new, 683 men, 214 women). Construction hiring highlighted the March labor market scene. Remodeling of downtown stores, plans for new structures, highway and overpass construction, expansion of valley irrigation facilities and others should provide good employment prospects this summer. Scheduled to open for the Easter buying season is a new department store employing 20. Continuing demand for qualified sales and clerical workers.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(2,687 jobseekers, 358 new, 2,156 men, 531 women). Activity in logging, lumbering and construction drastically curtailed by the worst spring break-up of all roads in the past ten years. Logging trucks and heavy equipment idle. Trade and service industries started recall of former employees with most hiring in service stations and clothing and hardware stores. Good demand also for stenographers, bookkeepers and clerical workers. Wet weather set back the start of some farm activities.

LEWISTOWN, Harlowton, Ryegate, Winnett—(345 jobseekers, 38 new, 282 men, 63 women). Rapidly developing farm employment demand created worker shortages in most agriculture classifications. Local labor inadequate to meet increasing demands. Industry hiring in March centered chiefly in trade industries, finance, insurance and real estate, construction and the public utilities field. Unemployment about 10 per cent above last year, as former employees of gypsum plant and brick and tile yard still await recall.

LIVINGSTON, Big Timber—(468 jobseekers, 120 new, 297 men, 171 women). Direction of employment in logging and lumbering, construction and railroads point-

LABOR MARKET INDICATORS

Employment—	Mar. 1960	Feb. 1960	Mar. 1959	Mar. Avg. 1951-60
Industrial Employment	149,000	149,300	154,700	148,600
New Job Applicants	4,207	3,972	3,297	3,146
Jop Applicants, End of Month	21,543	23,066	20,045	14,519
Insured Unemployment, Week of	**Apr. 2 1960**	**Mar. 4 1960**	**Apr. 3 1959**	**Avg. 1st Apr. Wk. 1956-60**
New and Renewal Claims	914	2,119	812	868
Unemployed Weeks Filed	14,032	16,087	12,196	11,685
Total Unemployment Claims	14,946	18,206	13,008	12,553

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver
1952	140.5	140.7	143.0	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2
1953	145.8	144.5	146.3	149.7	153.1	158.0	158.5	160.6	160.3	159.6	157.6	156.4	154.2
1954	146.7	145.5	147.2	151.1	155.7	161.6	164.1	165.4	154.8	153.9	158.2	155.7	155.0
1955	148.4	146.8	147.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	159.8
1956**	154.3	152.1	154.0	160.6	166.9	174.9	174.9	177.3	174.8	172.2	168.1	164.4	166.2
1957	154.5	152.7	154.5	159.0	163.7	169.5	171.6	171.6	168.3	165.0	160.8	157.5	162.4
1958	151.9	149.1	149.3	155.2	161.2	165.9	169.0	171.0	168.8	167.6	164.6	161.2	161.2
1959	154.2	152.1	154.7	159.7	164.3	169.3	170.2	170.7	160.0	159.2	155.6	154.2	160.4
1960	148.5	149.0	149.3*										

*Preliminary estimate. **Employment figures from 1956 to date revised on basis of more complete reports.

Along the Hiring Line—Field Summary Apr. 1

ing upward. Seventy logging workers returned to employment after one week layoff. More construction hires and shape-up of railroad track crews set for mid-April. Recall of national park workers continues but new hires limited. Current shortage of railroad machinists and maintenance electricians. Farm demand chiefly for irrigators.

MILES CITY, Baker, Ekalaka, Broadus, Forsyth, Jordan, Terry—(460 jobseekers, 120 new, 385 men, 75 women). A lagging labor market at the start of the month picked up steam as month ended. Both industry and agriculture show promise of good employment prospects. Some skilled construction workers leaving for jobs in other areas, leaving possibility of worker shortages later. Trade and service at normal seasonal levels.

MISSOULA, Drummond, Arlee, Superior—(1,728 jobseekers, 560 new, 1,275 men, 453 women). Employment in logging and lumbering suffered from weather-caused conditions, but most mills operated at normal volume on stockpiled logs. Construction employment rose at months end with work progressing on medical center, plywood plant and paper mill. Labor supply and demand in current balance, but skilled construction work shortages could develop later.

POLSON—(521 jobseekers, 73 new, 431 men, 90 women). Ground frost and weather conditions held back employment in lumbering and logging, construction and agriculture. April hiring in all these fields should be good. Projected construction projects include new railroad depot, warehouse, mill expansion and residential units. Trade and service establishments gearing for good summer volume.

SHELBY, Chester, Conrad—(443 jobseekers, 142 new, 353 men, 90 women). Rising employment trend noted in most industries as month ended after some weather-caused setbacks earlier. Two contractors busy on home construction. Worker recalls for overpass and highway construction beginning. Preliminary work began on new high school building. Moderate hiring in trade and service channels. Farm hiring chiefly for sheep shearing and soil preparation.

SIDNEY—(347 jobseekers, 58 new, 283 men, 64 women). Economy making good recovery after winter lethargy. Aggregate total of planned construction projects exceed one three-fourths million dollars including city sewage system, high school, church, home for aged, plus residential units. Trade improving with most March activity at farm implement dealers. Crop and livestock prospects appear good.

THOMPSON FALLS, Hot Springs—(401 jobseekers, 51 new, 359 men, 42 women). Logging at virtual standstill during March because of bad roads and load limits. Area sawmills operated spasmodically, depending on log supplies and market demands. Railroad hiring provided most employment opportunities during the month, a trend expected to continue.

WOLF POINT, Plentywood, Scobey—(675 jobseekers, 60 new, 585 men, 90 women). March construction callbacks mainly to projects suspended during winter months. New work to start in April includes hospital, highway construction and homes. Most skilled workers expected to be employed.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Mar. 1960 (2)	Feb. 1960 (3)	Mar. 1959	Feb. '60 to Mar. '60	Mar. '59 to Mar. '60
NON-AGRICULTURAL INDUSTRIES	149,000	149,300	154,700	— 300	— 5,700
Manufacturing	17,900	17,600	19,100	300	— 1,200
Durable goods	10,500	10,200	11,800	300	— 1,300
Lumber and timber products	6,200	6,000	6,700	200	— 500
Primary metals	3,000	2,900	3,800	100	— 800
Other (4)	1,300	1,300	1,300	00	00
Nondurable goods	7,400	7,400	7,300	00	100
Food and kindred products	3,700	3,700	3,700	00	00
Printing and publishing	1,800	1,800	1,600	00	200
Petroleum refining	900	900	900	00	00
Other (5)	1,000	1,000	1,100	00	— 100
Mining	6,400	6,300	8,800	100	— 2,400
Metal mining	3,800	3,800	5,800	00	— 2,000
Coal, quarrying and nonmetallic	700	700	700	00	00
Petroleum-natural gas production	1,900	1,800	2,300	100	— 400
Contract Construction	6,400	6,900	8,000	— 500	— 1,600
Contractors, building construction	2,600	2,900	3,100	— 300	— 500
Contractors, other than building	900	1,000	1,800	— 100	— 900
Contractors, special trade	2,900	3,000	3,100	— 100	— 200
Transportation and utilities	17,800	17,900	18,600	— 100	— 800
Interstate railroads	8,700	8,600	9,200	100	— 500
Transportation except railroads	3,200	3,400	3,700	— 200	— 500
Utilities including communication	5,900	5,900	5,700	00	200
Trade	37,200	37,200	37,600	00	— 400
Wholesale trade	7,600	7,600	8,000	00	— 400
Retail trade	29,600	29,600	29,600	00	00
General merchandise and apparel	5,300	5,300	5,600	00	— 300
Food stores	4,300	4,400	4,600	— 100	— 300
Eating and drinking establishments	7,600	7,600	6,800	00	800
Automotive and filling stations	5,900	5,900	6,200	00	— 300
Retail trade not elsewhere classified	6,500	6,400	6,400	100	100
Finance, insurance and real estate	6,100	6,200	6,000	— 100	100
Services and miscellaneous	20,000	20,000	20,600	00	— 600
Hotels, rooming houses, camps, etc.	2,400	2,300	2,400	100	00
Personal services	1,900	1,900	2,100	00	— 200
Other (6)	15,700	15,800	16,100	— 100	— 400
Government	37,200	37,200	36,000	00	1,200
Federal	8,800	8,700	8,500	100	300
State and local	28,400	28,500	27,500	— 100	900
Great Falls Area (Cascade County	18,800	17,900	19,300	900	— 500
Manufacturing	2,700	1,800	3,000	900	— 300
Contract construction	1,300	1,300	1,700	00	— 400
Transportation and utilities	2,000	2,000	2,100	00	— 100
Trade, wholesale and retail	5,500	5,500	5,300	00	200
Services and miscellaneous (7)	4,000	4,000	4,100	00	— 100
Government	3,300	3,300	3,100	00	200

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 752 selected Montana establishments.

(3) Figures previously released have been revised on return from 1,165 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN MAR. 1960 AND MAR. 1959

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								U.I. Claims Wk. End	
	Mar. 1960		Mar. 1959		Mar. 1960		Mar. 1959		Mar. 1960				Mar. 1959					
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1960	1959
Anaconda	85	24	76	16	321	78	391	95	22	3	25	9	15	19	34	15	257	280
Billings	613	165	551	148	3,003	877	2,952	783	350	101	451	176	379	94	473	189	2,054	1,436
Bozeman	218	49	222	77	796	217	843	285	132	40	172	39	129	34	163	57	326	370
Butte	375	112	257	75	2,198	649	2,081	635	57	36	93	27	81	12	93	38	1,136	1,038
Cut Bank	98	35	41	16	625	214	520	181	26	23	49	19	38	111	149	20	415	306
Dillon	94	30	78	28	225	35	253	65	28	99	127	40	22	82	104	51	155	170
Glasgow	119	34	113	33	940	304	836	299	108	77	185	69	105	66	171	59	710	558
Glendive	81	13	67	17	328	101	227	76	41	21	62	22	55	27	82	34	256	160
Great Falls	522	125	394	110	2,760	796	2,314	639	299	107	406	93	285	110	395	143	1,497	1,247
Hamilton	49	14	34	6	656	155	528	161	27	12	39	14	23	14	37	15	392	371
Havre	120	33	91	25	719	255	515	162	120	53	173	45	109	76	185	54	576	396
Helena	253	70	167	41	897	316	1,065	408	121	15	136	45	81	12	93	23	654	696
Kalispell	358	100	308	97	2,687	932	2,471	759	79	4	83	19	88	14	102	31	2,305	2,013
Lewistown	38	11	46	5	345	115	284	85	46	36	82	37	41	35	76	32	274	201
Livingston	120	35	84	18	468	129	477	112	13	14	27	4	41	13	54	22	484	388
Miles City	120	20	154	49	460	145	457	143	60	34	94	26	85	46	131	46	382	401
Missoula	560	168	271	60	1,728	525	1,462	454	161	27	188	57	78	17	95	29	1,197	1,135
Polson	73	12	79	26	521	160	492	169	64	22	86	30	41	53	94	42	473	471
Shelby	142	51	86	22	443	148	435	139	60	19	79	29	56	324	380	25	286	244
Sidney	58	9	56	21	347	81	360	100	37	23	60	15	33	18	51	19	283	310
Thomp. Falls	51	22	62	22	401	101	507	168	10	1	11	5	55	2	57	23	361	402
Wolf Point	60	8	60	14	675	200	575	181	17	6	23	7	28	5	33	8	473	415
TOTALS	4,207	1,140	3,297	926	21,543	6,533	20,045	6,099	1,878	773	2,651	827	1,868	1,184	3,052	975	14,946*	13,008

*Include 630 claims of the Federal Employees UC Program, 581 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Mar. (1) 1960	Feb. (2) 1960	Mar. 1959	Mar. (1) 1960	Feb. (2) 1960	Mar. 1959	Mar. (1) 1960	Feb. (2) 1960	Mar. 1959
All Manufacturing	$96.29	$96.87	$94.71	39.3	39.7	40.3	2.45	2.44	2.35
Durable goods	93.06	96.46	93.38	39.1	40.7	40.6	2.38	2.37	2.30
Primary metals	98.55	100.61	92.28	39.9	40.9	39.1	2.47	2.46	2.36
Nondurable goods	100.49	96.77	97.27	38.8	38.1	39.7	2.59	2.54	2.45
Food and kindred products	86.46	84.59	85.90	40.4	39.9	41.7	2.14	2.12	2.06
All Mining	103.10	96.03	99.05	39.2	36.1	40.1	2.63	2.66	2.47
Metal mining	99.53	3)	94.43	37.7	3)	38.7	2.64	3)	2.44
Transportation and Utilities (except Rys.)	96.76	94.81	99.01						
Transportation (except railroads)	109.64	108.91	120.85						
Utilities and communication	89.50	86.46	84.32	39.6	38.6	39.4	2.26	2.24	2.14

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.
(3) Data not available due to strike in metal mining and primary metals industries.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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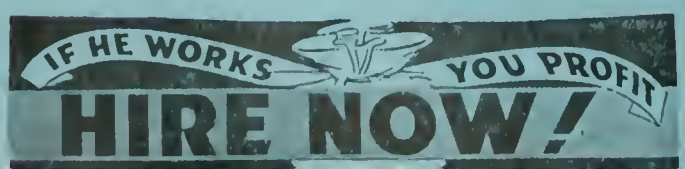

CALL YOUR MONTANA STATE EMPLOYMENT OFFICE WHEN YOU NEED QUALIFIED, EXPERIENCED WORKERS!

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